



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

October 13, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of October 12, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, 499 disciplinary actions have been taken against KDMC employees. Of this number, 253 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, one case has been closed and four additional cases have been opened. As a result, KDMC's open caseload is currently 32 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. One of the new cases involves a Licensed Vocational Nurse. The nursing case is related to an alleged medication error.

### **RECRUITMENTS**

Nine new hires are scheduled to start on Monday, October 16, 2006. The new employees include: two Staff Nurses (one in Medical/Surgical Services and one in Psychiatric Emergency Services) and seven Nursing Attendant I's (three in Medical/ Surgical Services, two in the Nursing Relief Pool, one in Ambulatory Care Services and one in Pediatrics).

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Four employees are also being promoted effective Monday, October 16, 2006. The promotions include: one Supervising Staff Nurse I is being promoted to Supervising Staff Nurse II in the Patient Flow Unit; two Interim Permittees are being promoted to Staff Nurse (one in the Emergency Room and another in Medical/Surgical Services) and one Licensed Vocational Nurse I is being promoted to Licensed Vocational Nurse II in the Women's Center.

If you have any questions, please call me.

MJH:STS  
SBH:sbh

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 101306

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 10/12/06

Dated: 10/12/2006

Closed Cases -	927
Open Cases -	32
Referred Cases -	12
Grand Total =	971

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	5	32	0	35	82
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	51	5	39	111
Suspensions (1 - 5 Days)	11	10	24	2	22	69
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
<b>Resignations in Lieu of Administrative Action</b>	20	9	31	6	11	77
<b>Release of Temporary Employee</b>	15	1	39	0	9	64
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>68</b>	<b>51</b>	<b>211</b>	<b>19</b>	<b>150</b>	<b>499</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	25	12	41	43	34	155
<b>Total Actions Taken</b>	<b>93</b>	<b>63</b>	<b>252</b>	<b>62</b>	<b>184</b>	<b>654</b>

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 10/12/06

Dated: 10/12/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	18	1	1	20
<b>Release of Temporary Employee</b>	15	0	0	15
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>58</b>	<b>9</b>	<b>1</b>	<b>68</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	23	1	1	25
<b>Total Actions Taken</b>	<b>81</b>	<b>10</b>	<b>2</b>	<b>93</b>